



**Administrative and Residual Employees Union
Local 4200, AFT CT, AFT, AFL-CIO**

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Professionals Working So State Government Works

Written Testimony of

Laila A. Mandour, President

Administrative & Residual Employees Union

AFT, Local 4200

S.B. 153 – An Act Concerning State Employee Workforce Reserve

Senator Prague, Representative Zalaski and members of the Labor & Public Employees Committee:

The Administrative & Residual Employees Union (A&R), AFT Local 4200, represents professional employees in state service. Our Union is one of the largest state employee locals. We have members across the State of Connecticut at nearly every state agency. All of our members are eligible for either overtime or compensatory time. The passage of a part-time retiree workforce bill would harm our members and other state employees.

Passage of such a bill would hinder the hiring of new state employees and would severely restrict upward mobility for current state employees. This proposed workforce would create a disincentive for the State to lift any hiring freeze. Filling union positions with part-time retirees circumvents the collective bargaining system and takes away union positions, much like contracting out state work.

In reality, retirees made the decision to leave state service and to pursue other avenues in their lives. To hire part-time retired state employees is to discount the current, active workers who are dedicated to furthering their careers in public service.

The State and the state employee unions bargained for overtime and compensatory time and this proposal would violate the spirit, if not the letter, of those agreements. Therefore, I would ask that you not support this legislation.

Thank you for your consideration.